

Promoting Leadership Unity

Goals

- To become *proactive* in our treatment of conflict.
- To understand our personal tendencies in conflict.
- To understand our leadership team's tendencies in conflict.
- To leave here with some specific steps of faith that will promote leadership unity in our groups.

Is conflict bad?

- Issues-oriented Conflict
- Affective Conflict
- Conflict is unavoidable
- Goal: Learn to *Resolve* and *Minimize* Affective Conflict

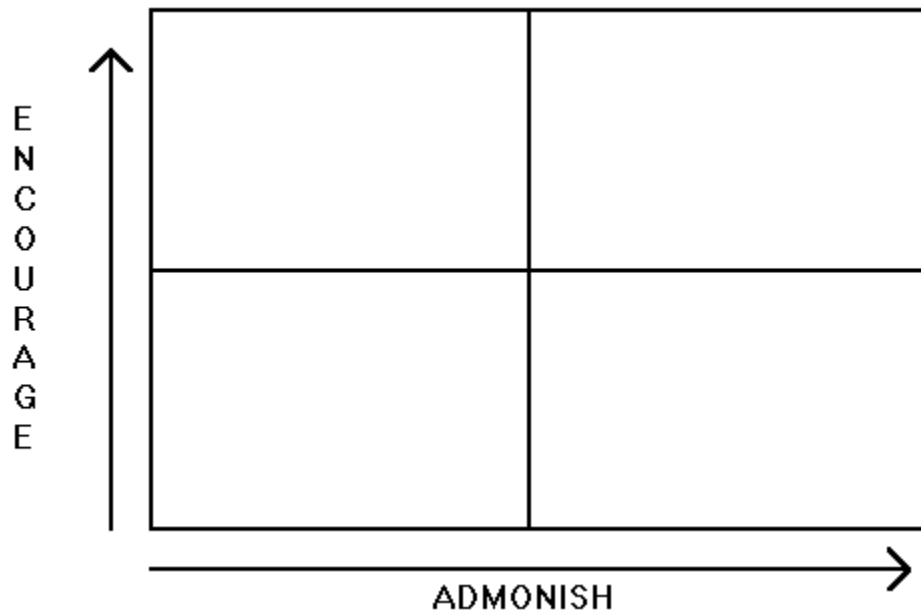
Big Hurdles

- We're a work in process...
- Cultural consensus for autonomy
- This is war

Groups which are engaged in continued struggle with others [outsiders] must claim the total personality of their members, and therefore quash internal conflict in order to mobilize all energies for the external fight.

Donald E. Bossart, *Creative Conflict in Religious Education and Church Administration*, (Birmingham: Religious Education Press, 1980) p. 40 in Dennis McCallum. *Conflict in the Home Church*. www.xenos.org

Know your tendency



Where do you fall on this chart?

Where does your leadership team fall?

Sources of Leadership Conflict

- Competition
- Autonomy
- Pride
- Unresolved conflict (avoidance)
- Conspiracy of silence
- Critical spirit
- Thin-skinned
- Lack a shared vision (reactive vs. proactive)

Sources of Leadership Conflict (cont)

- Passive-aggressive
- Poor personal investment
- Spiritually unprepared

Practice Prevention

- Pray- Eph. 6:18
- Commit regular time to developing deeper friendships among leaders
- Encourage your fellow leader
- Commit to the success of you fellow leaders
- Respect your fellow leaders
- Regular leaders meetings
- Don't let issues smolder
- Seek mediation if needed
- Vision: pray for it and seek it in god's word.
- Build toward mission planting
- Where is God calling me to take a step of faith?
- Remember who owns the church!